

## Contributing to a safe and inclusive environment

### Information for Parents and Guardians

BBBA members share a love for the sport of basketball and come together to enjoy participation in training, playing and watching games in the spirit of friendship, healthy competition, physical fitness and good sportsmanship. Parents' participation is essential in supporting their children and the organisation to achieve these aims and to enjoy the sport as spectators.

BBBA is responsible for creating a safe place for your child to have fun, develop skills, learn valuable lessons and build character. You can therefore expect BBBA to:

- **develop** an inclusive club culture that values both participation and competition;
- **address** discrimination, harassment and child protection;
- **ensure** everyone at the club who is involved with children has undergone a Working with Children check;
- **ensure** coaches, officials and other volunteers understand their responsibilities
- **implement** child safe practices (e.g., guidelines on supervision, photographing children);
- **inform** you of any concerns about your child and take action if there's inappropriate behaviour.

As a parent there are a number of things you can do to maximise your child's enjoyment and minimise potential risks to their wellbeing including:

- **getting** involved in the club;
- **being** a good role model (e.g., don't argue with the referee);
- **helping** your child to recognise personal safety;
- **being** aware of the danger signs (eg. adult wanting to be alone with your child)
- **speaking** out about inappropriate behaviour (e.g., bullying, harassment);
- **responding** to your child's concerns.

If you have concerns about your child talk to your child's coach or a Board Member.

Parents may also contact the NSW Commission for Children and Young People.

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### Information for players

Participating in sport has many benefits: health, fitness, friendship and a sense of belonging. BBBA needs to provide a safe, fair and inclusive environment – on and off the field – and to ensure that you and your fellow players understand:

- **expected** standards of behaviour, e.g. players code of behaviour
- **policies and guidelines** that impact on participation (e.g., team selection)
- **complaint processes** and who to contact for assistance (e.g., your coach)

As a player you can expect the organisation to manage the risks associated with participating in the game. However you are also responsible for displaying positive behaviours. Such behaviours include:

- **treating** people fairly and respectfully
- **playing by the rules**
- **not harassing** or bullying others
- **recognising** people's physical boundaries
- **maintaining** appropriate relationships
- **accepting** people's right to complain if they're offended by your actions
- **understanding** that breaches of the players code of conduct can lead to disciplinary action

If you feel unsafe or believe you've been treated unfairly or have a concern take your concern respectfully and privately to your coach or another responsible adult who will do their best to help you or to address your concern appropriately.

You can also contact **Kids Help Line on 1800 55 1800**. It is a free, confidential and anonymous telephone and online counselling service, specifically for young people aged between 5 and 25.

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### Information for officials

As a referee or games official you play a key role in creating a safe, fair and inclusive sporting environment, particularly for children.

#### **To assist you to meet your responsibilities, BBBA will:**

- **explain** your duties and responsibilities;
- **provide** you with information about expected codes of behaviour;
- **provide** you with the organisation's child protection and WHS policies and procedures
- **support** you to complete training to improve your skills and knowledge;
- **provide** you with guidelines to support you in your role (e.g., blood rules, heat guidelines).

**In order to meet BBBA legal/moral obligations you will need to undergo a Working With Children Check before taking up your role as an official.**

#### **To manage your risks as an official you should:**

- **apply** guidelines to ensure athlete safety (e.g., heat or blood rule guidelines);
- **make** fair and consistent decisions about the rules of the game;
- **manage** and minimise conflict;
- **take** action against inappropriate behaviour (e.g., racist comments);
- **try** to accommodate an athlete's request for flexibility (e.g., allowing a Muslim woman to wear her hijab);
- **avoid** being alone with a child
- **abide** by the referees code of conduct

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### Information for Administrators

A role for BBBA administrators' is to reduce the potential for things to go wrong, to use available resources to identify risks and develop an action plan to ensure child safe and harassment free environments.

#### **BBBA administrators are committed to:**

- **providing** leadership to develop a welcoming and inclusive club;
- **developing** welfare policies and codes of behaviour;
- **ensuring** the Constitution and membership rules do not result in members being treated unfairly (e.g. different classes of membership being available to men and women);
- **ensuring** selection and other decisions are fair and not based on stereotypes and irrelevant characteristics (e.g. when hiring staff or in team selection);
- **choosing the right people** and ensure coaches and other personnel meet child protection requirements;
- **developing** or adopt guidelines that support coaches and other personnel to provide safe environments for participation, particularly for children;
- **communicating** policies and procedures to all personnel and members including any screening and mandatory reporting responsibilities, who to complain to and how complaints will be dealt with ; written records to document communication;
- **providing** education and training for administrators, coaches and other personnel to support them in their role;
- **taking** complaints about discrimination, harassment and abuse seriously and act quickly

#### **When responding to complaints:**

- **Treat** complaints seriously
- **Act** promptly
- **Treat** people fairly and listen to both sides of the story
- **Stay** neutral
- **Keep** parties to the complaint informed
- **Maintain** confidentiality
- **Protect** against victimisation
- **Keep** accurate records
- **Make** decisions based only on information gathered not personal views
- **Disciplinary** action should be relative to the breach